

# Agent Recruiting Profit-Sharing Plan

## **Plan Basics:**

- Agents share in the split money RE/MAX Right Choice earns resulting from a new agent or team joining our firm.
- The recruiting agents will earn 25% of the split money due to RE/MAX Right Choice year one and 10% of the split money due to RE/MAX Right Choice year 2+ with no cap and no end date.
- Profit-sharing money will be paid at each closing.

## **Fine Print:**

- Profit-Sharing ends if either the recruited agent or recruiting agent leave RE/MAX Right Choice. Departure date would end profit-sharing even if there are still outstanding checks due to RE/MAX Right Choice.
- A recruit can be “split” between multiple recruiting agents. Each agent would earn an equal share of the split % being offered. For example, 2 recruiting agents = 12.5% each year one and 5% each year 2+.
  - If there is more than one recruiting agent, and one of the recruiting agents leaves RE/MAX Right Choice, then the percentages due to any remaining recruiting agents will remain as originally allocated. For example, 2 recruiting agents = 12.5% each for year one. After year one, recruiting agent A leaves RMRC. Recruiting agent B will still receive 5% for each year starting with year two.
- Occasionally, to bring a new agent onboard, RE/MAX Right Choice needs to make that agent “whole” if they left money on the table at their previous firm. If this is the case, profit-sharing will not commence until the recruited agent has been made whole. Year 1 will start on the ‘made whole’ date.
- Recruiting agents will not be privy to the structure of RE/MAX Right Choice’s fee agreement with the recruited agent.
- Recruiting agents must be aware that a recruited agent may qualify at a different split level each year, and during any given year they may qualify for a better split.
- Recruited teams will be treated the same as individual agents recruits.
  - Recruiting agent will be compensated only on team business done by team members who join RE/MAX Right Choice at the same time as the Team Leader.
  - If a team member leaves their team and stays with RE/MAX Right Choice, the recruiting agent will continue to be compensated. Compensation levels to recruiting agent will not be reset. (Ex. Team member leaves team in year 3 – Compensation to recruiting agent will be at 10%.)

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- The recruiting agent(s) will be recorded at the time the newly recruited agent hands their signed ICA into RE/MAX Right Choice. After that point, the recruiting agent(s) of record will not be changed.
  - Year 1 starts on the date the newly recruited agent or Team Leader signs their ICA with RE/MAX Right Choice.
- Inviting an agent to join RE/MAX Right Choice is at the sole discretion of the Broker / Owner. If a recruit is denied the opportunity to join our firm, it may be for reasons that will not or cannot be discussed with the recruiting agent.

### **Math Example:**

In their first year with RE/MAX Right Choice, a newly recruited agent contributes \$12,500 in split money to the firm.

In this scenario the recruiting agent(s) will earn a total of \$3,125.00 ( $\$12,500 \times 25\%$ ) for bringing this agent to RE/MAX Right Choice.

In their second year with RE/MAX Right Choice, a newly recruited agent contributes \$12,500 in split money to the firm.

In this scenario the recruiting agent(s) will earn a total of \$1,250.00 ( $\$12,500 \times 25\%$ ) for bringing this agent to RE/MAX Right Choice.

Profit-sharing earnings for the first two years of this example = \$4,375.00.